

Welcome to our first issue of International Journal of Management Reviews (IJMR). As the first reviews journal in the field of business and management, IJMR is an essential reference tool and fills an important gap in the management journals market. The Journal publishes authoritative literature surveys and reviews which address the intellectual and academic needs of the broad academic management community on a global scale. It is targeted at: those who expect to be kept abreast of disciplinary areas outside their own specific domains of expertise; senior faculty who wish to undertake more interdisciplinary research by providing a wider understanding of emerging thought and methodological developments in other fields; established researchers who are looking to update their knowledge in their own particular field, or who are shifting their area of focus or developing collaborative or interdisciplinary work extending beyond their established specialization; supporting doctoral candidates in the production of their theses by producing comprehensive reviews/debates and helping them to locate their research within past, present and future debates. Given the mountain of empirical work currently being published and the increasing specialization of research, there is a need for a journal which makes sense of the plethora of material and makes this accessible to a wider audience. The Journal covers all the main management sub-disciplines including, for example, HRM, OB, International & Strategic Management, Operations Management, Management Sciences, Information Systems & Technology Management, Accounting & Finance, and Marketing. It is intended that each issue will include between three and five state-of-the-art literature review articles/surveys which examine the relevant literature published on a specific aspect of the sub-discipline, for example, HRM: Appraisal Systems.

The Journal was originally set up by Cary Cooper and Alan Pearson as a Manchester journal integrating the constituent parts of the Federal School of Management at Manchester (as it was then). All the previous associate editors were Manchester affiliated. The editorship then passed to Andy Stark, who ran the Journal until September 2004. In 2003, IJMR was entered onto the Social Sciences Citation Index (SSCI), and inclusion in this database is in itself seen, rightly or wrongly, as a mark of quality. Its first impact factor was 0.441, which placed IJMR at number 50 on the list of management journals. The British Academy of Management took over the Journal in 2004 to run as a sister journal to the British Journal of Management, and we were appointed joint editors in October 2004 to build on the ISI ranking achieved in 2003. We handled all new papers submitted after this date, while the Manchester team continued to deal with all papers submitted before this period, and Volume 7 Number 2 completed their responsibilities. We thank them for their efforts in developing the Journal to its current form. At the time of writing this editorial, the ISI rankings for 2004 were released, and IJMR now has an impact factor of 1.4, which places it in 14th place out of 67 on the list of general management journals, making it the fourth highest ranked management journal outside the US.

We have also appointed a new team of associate editors, reconstructed the team of consulting editors, recruited administrative assistants and established an editorial office. We have revised the aims and objectives and guidance to contributors which can be found in the present issue and also on our website at <http://www.blackwellpublishers.com/ijmr>. The Journal has also been rebranded with a new cover and design. As incoming editors, we are also concerned to improve the level of service to both authors and reviewers and, to speed up the review process, we have moved to a fully electronic manuscript review process. We no longer accept paper submissions, and authors must now submit articles for possible publication via e-mail to IJMR@hull.ac.uk. Correspondence with authors, reviewers and associate editors during the review process is conducted electronically via e-

mail, although final acceptance letters will be sent via hard copy. A professional editorial office has been established at Hull University Business School, and there is also an editorial administrator at Loughborough University School of Management. As a consequence of these changes, the editors are taking less than 1 week to make an initial decision as to whether articles should be forwarded to an appropriate associate editor to enter the review process, or whether the article should be rejected. We then aim to respond to authors within 3 months in each subsequent cycle of the review process.

We have also been publicizing the Journal on an international scale. It is unlikely that these activities have had such an immediate impact, but over our first 9 months of office, we have experienced an increase in the number of submissions of more than 100%. We shall continue to publicize the Journal, although we do not anticipate increasing the volume of articles published at this stage, because our mission is to ensure that the overall quality of articles selected for publication continues to rise. It is therefore implicit that potential contributors consider carefully the appropriateness and quality of their articles before submission if their work is to be published in IJMR. At the time of writing, we have had more than 80 articles submitted under our editorship. Judging by current trends in the review cycles, it is likely that fewer than 20% of these will eventually be published in the Journal. This is not meant to discourage the contribution of high-quality literature surveys in the general area of management, only the ones that fail to meet our published criteria, and potential authors are strongly encouraged to consider the guidance for contributors published elsewhere in this Journal and also on our website prior to submission. In addition to raising the quality profile, it is also our mission to seek a wider international contribution to the Journal. To help us in this respect, we have deliberately sought to recruit new associate and consulting editors from a variety of continents.